

2013 CITY OF SAN JOSE – AEA NEGOTIATIONS (Units 41/42 and Unit 43)  
TENTATIVE AGREEMENT

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CITY PROPOSAL #8 – HEALTH/DENTAL IN LIEU

Proposed Language:

ARTICLE 11 BENEFITS

11.3.3 The payment-in-lieu of health and/or dental insurance program is available to full-time employees who are not on a reduced workweek of less than thirty-five (35) regular work hours per week or unpaid leave and have alternate group health and/or dental coverage. To qualify, an employee must provide proof of alternate group coverage to Human Resources. Alternate coverage must be acceptable by the City.


11.3.5 Payments for the in-lieu insurance program will be discontinued if an employee becomes ineligible for the program. An employee's ineligible status would include but not be limited to the following situations, employment status changes from full to part time, employee is on an unpaid leave of absence, employee is on a reduced work week of less than thirty-five (35) regular work hours per week, or employee loses or does not have alternate insurance coverage. An employee whose in-lieu payments are discontinued may enroll, if eligible, in a health and/or dental plan during the next annual open enrollment period.

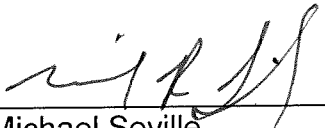
*\*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY

 4/24/13  
\_\_\_\_\_  
Alex Gurza Date  
Deputy City Manager

FOR THE UNION

 4/24/13  
\_\_\_\_\_  
John Mukhar Date  
President  
AEA, IFPTE, Local 21

 4/24/13  
\_\_\_\_\_  
Michael Seville Date  
Business Representative  
IFPTE, Local 21